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PRESS RELEASE

MARY JO WHITE, the United States Attorney for the Southern District of New York, announced today that the New York City Police Department (the "NYPD") has agreed to comprehensive changes in the administration of its equal employment opportunity program in a settlement agreement (the "Agreement") to resolve a pending sexual harassment suit brought by the United States.

Under the terms of the Agreement, the NYPD has agreed to take a variety of affirmative steps necessary to address and prevent discrimination in the NYPD. MS. WHITE explained that the Agreement covers a broad range of topics, including an increased emphasis on training related to equal employment issues, revisions to the process by which complaints are reported and investigated, amendments to the NYPD's Patrol Guide as it pertains to the responsibility of commanding officers with regard to employment discrimination complaints, a significant increase in the staffing of the NYPD's Office of Equal Employment

Opportunity ("OEEEO"), a revised policy regarding the display of sexually explicit materials, and amendments to the NYPD's Performance Appraisal forms.

Under its terms, the Agreement will terminate on December 31, 2001, subject to any extensions sought from the Court by the United States if there is non-compliance with the terms of the Agreement by the NYPD. Under the terms of the Agreement, the suit that gave rise to the Agreement will be placed on the District Court's suspense docket until December 31, 2001, with the Court to retain jurisdiction solely for the purpose of enforcing the terms and provisions contained in the Agreement. During the lifetime of the Agreement, the United States will have access to NYPD records on gender discrimination and related discipline, in order to monitor the NYPD's handling of gender discrimination complaints. Because the NYPD previously agreed as part of a separate settlement in August, 1997 to pay \$320,000 to Sheryll Goff, now a former police officer with the NYPD and on whose behalf the United States originally brought suit in 1996, the United States agreed not to seek any additional damages on Ms. Goff's behalf.

MS. WHITE said: "Our goal in bringing this lawsuit was to ensure that all employees within the New York City Police Department are free to do their jobs without fear of sexual harassment from other members of the Department. We believe that by entering into this Agreement, the Police Department has committed itself to serious reforms of many essential components

of its equal employment program. We are pleased that the Police Department has agreed to significant changes in its programs, and through the Agreement we will continue to monitor the Department's efforts to eradicate sexual harassment in the workplace."

Assistant United States Attorneys JAMES L. COTT and KATHERINE A. STATON are in charge of the case.

A summary of the principal terms of the 41-page Agreement follows below.

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98-133

OUTLINE OF SETTLEMENT AGREEMENT

TRAINING

- The NYPD will enhance its existing training program to ensure that supervisors and employees of the NYPD are instructed on a periodic (not less than annual) basis regarding issues related to gender discrimination and retaliation
- The training program will continue to include training for all new employees
- The training will include annual mandatory training on sexual harassment for every employee
- All employees entering the managerial level will be required to attend a program entitled "Managing Diversity and EEO Issues"
- Annual leadership training for all supervisors will include mandatory EEO training
- OEO will have a more prominent role in training employees, including developing a curriculum for Police Academy instructors
- Workshops and videos already used in training will be broadened and updated to encompass a wider range of EEO issues
- Some portion of the Police Academy examination for new recruits and internal examinations administered for supervisors will be reserved for questions concerning EEO issues
- The NYPD will distribute annually to all employees an EEO policy book

DISSEMINATION OF AGREEMENT

- The Police Commissioner will issue a FINEST message, to be read at 10 consecutive roll calls, announcing the Agreement and emphasizing the Commissioner's commitment to eliminating gender discrimination, including sexual harassment, with the NYPD
- The Agreement will be made available at all NYPD facilities
- All commanding officers will meet with the ranking officers and supervisors within their commands to advise them of the terms of the Agreement and discuss their responsibilities under it
- The NYPD will produce a video concerning the Agreement and the NYPD's commitment to eliminating gender discrimination within the NYPD
- At least annually, all commanding officers will meet with the ranking officers within their commands to discuss their responsibilities under the NYPD's EEO policy

SURVEY OF COMPLAINANTS

- The NYPD will distribute a survey to 150 randomly-selected employees who made complaints to the OEE0 between January, 1995 and December, 1997, to explore attitudes about the EEO process within the NYPD
- Following the survey, the NYPD will issue a report to the Commissioner analyzing the results of the survey and making recommendations with respect to issues raised by the survey

REVIEW BY THE NYPD QUALITY ASSURANCE DIVISION

- The NYPD Quality Assurance Division will conduct a review of the OEE0 and its operations and issue a report to the Commissioner

CHANGES TO THE REPORTING, HANDLING, INVESTIGATION AND CONCILIATION OF COMPLAINTS

- The NYPD will amend the Patrol Guide to provide that any non-supervisory employee who becomes aware of an employment discrimination complaint or problem, or retaliation for making an EEO complaint, is strongly encouraged to report the complaint or problem to the OEE0, a supervisor at any level, or an EEO liaison counselor
- The NYPD will amend the Patrol Guide to provide that any supervisor who becomes aware of any act of retaliation is required to report it to the OEE0
- The NYPD will continue to require in the Patrol Guide that any supervisor who becomes aware of any discrimination complaint or problem must report it to the OEE0
- The NYPD will amend the Patrol Guide to provide that any supervisor who becomes aware of any employment discrimination complaint or problem must, as soon as practicable, take such actions as may be directed by OEE0 to prevent such actions in the future
- The NYPD will amend the Patrol Guide to provide that any supervisor who fails to report an employment discrimination complaint or problem to OEE0 within the required time frames and/or fails to take such actions as may be directed by OEE0 to prevent employment discrimination from occurring in the future will be subject to discipline
- The NYPD will amend its written procedures for handling discrimination complaints so as to be consistent with the terms of the Agreement
- The NYPD will develop an OEE0 investigator's manual for its investigators
- The NYPD will develop a field investigator's manual for use by commanding officers when investigations are conducted in the field
- The procedures related to "substantiated" complaints,

"unsubstantiated" complaints, and cases with unidentified respondents will all be amended in a variety of ways to insure that commanding officers take appropriate actions

- The OEE0 procedures for conciliating complaints will be reduced to writing and reviewed annually
- The Patrol Guide will be amended to provide that commanding officers have certain specified requirements in educating the employees within their command about EEO issues

INCREASE IN OEE0 PERSONNEL

- The NYPD will increase the staffing of OEE0 from 20 to 30 employees
- The NYPD will create a special unit within the OEE0 called the EEO Compliance and Statistical Analysis Unit to develop programs that will enable OEE0 to retrieve records of case histories and to otherwise collect data concerning EEO matters

REVISED POLICY REGARDING THE DISPLAY OF SEXUALLY EXPLICIT MATERIALS

- The NYPD will revise its policy regarding the display of sexually explicit materials by strengthening reporting requirements and other actions to be taken by supervisors when such materials are found to be displayed

AMENDMENT OF PERFORMANCE APPRAISAL FORMS

- The NYPD will amend its performance appraisal forms to insure that an employee's performance concerning equal employment opportunity issues is taken into account when that employee receives a performance evaluation
- The NYPD will revise its performance evaluation instructions utilized to evaluate all personnel in the NYPD to include an EEO factor

RECORD-KEEPING AND REPORTING

- The NYPD will develop a computer program which will enable OEE0 to retrieve a record of the entire case history of an EEO case
- The NYPD will, for the duration of the Agreement, make available to the United States Attorney's Office copies of complaints, disciplinary files, and training materials

EXPANSION OF THE EEO LIAISON COUNSELLORS PROGRAM

- The NYPD will make additional efforts to recruit additional volunteers to serve as OEE0 Liaison Counsellors